



## Appendix 2

### Staff/ Offender Interaction Component

Employees are truly the agency's greatest resource and as such, IDOC staff are in a unique position to influence an offender's success upon release. While agency staff are committed to promote institution security and public safety, collectively they also shape offender behavior by acting as ***Role Models, Reinforcing positive behavior, and Redirecting inappropriate behavior***. These guiding principles are known as the "3 R's". The Agency has established this as a core component of our strategic plan within the tenet of organizational culture. We value treating all individuals with dignity and recognizing that each person has worth. Our mission is to advance public safety and successful re-entry through dynamic pro-social supervision, programming, and partnerships.

#### Safe and Secure Facilities

The Agency strives to implement, advance, evaluate, site-specific safety and security programs. Public Safety is the primary focus of each employee. Each facility establishes and conducts a detailed security plan of inspections with continual evaluation to determine effectiveness. The Agency has developed and monitors a very detailed entry/exit procedure at all facilities. Our security protocols afford the staff and offenders an opportunity to work, interact, and live in a healthy, safe environment. It is our philosophy that maintaining a safe environment allows staff and offenders the opportunity to focus on programs and successful re-entry.

#### Professionalism and Effective Communication

Appropriate communication with staff, offenders, and stakeholders is encouraged. A professional atmosphere fosters an environment that builds credibility and understanding, personal satisfaction, and increases institutional safety.

The Agency requires the highest professional standards of all department staff. As an agency, we have made a commitment to continuous learning to improve the leadership qualities in every employee. We provide training in ethics, effective communication, and a groundbreaking leadership development program.

Indiana's leadership program consists of several modules of training designed to improve and build upon our employees' management and leadership qualities:

- Developing Professional Employees
- Optimizing Heightened Effectiveness
- Achieving Maximum Efficiency
- Leadership Academy
- Custody Supervisory/ Corrections Managers Training
- Emerging and Experienced Leadership Program
- Supplemental computer-based leadership training modules

By establishing a culture that values effective communication, positive role modeling, and effective leadership we hope to enhance the safety of our facilities and improve efficiency.

#### Staff and Juvenile Offender Interactions

For juvenile offenders a parallel plan has been established – one that also values treating all individuals with dignity and recognizing that each person has worth. Our mission is to advance public safety and successful re-entry through dynamic supervision, programming, and partnerships. Through these partnerships we aim to provide youth with a caring, safe and rehabilitative environment to further aid their emotional, mental and physical growth. DYS recognizes the trauma that

many youth have experienced in their lives and aims to promote an atmosphere of “Trauma Informed Care”.